

CAPS BARGAINING

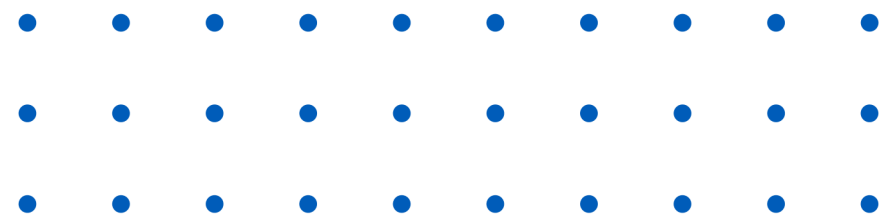
June 20, 2023

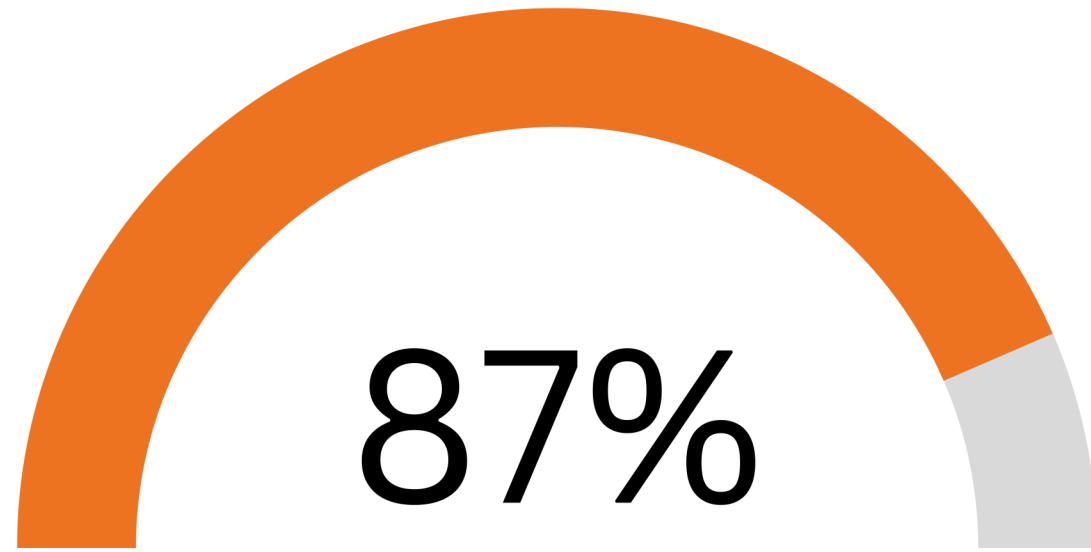


WE ARE AT THE TABLE TO REPRESENT OUR CONSTITUENTS

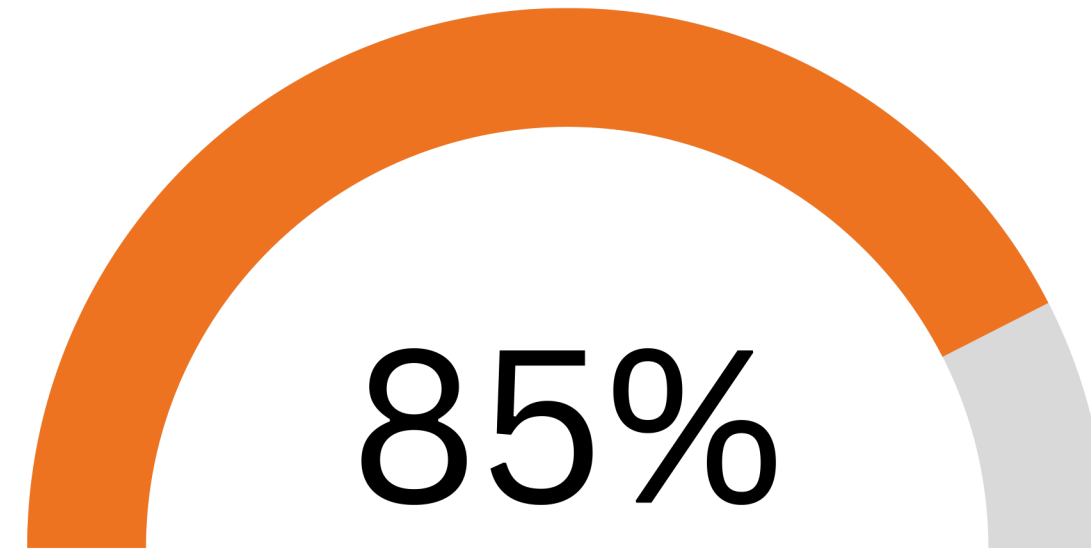
STATE SCIENTISTS

- State Scientists are engaged, vocal, and paying close attention
- We are hearing from them continuously
- We've collected data from 40% of State Scientists beginning in March
- Our member's input determines our parameters

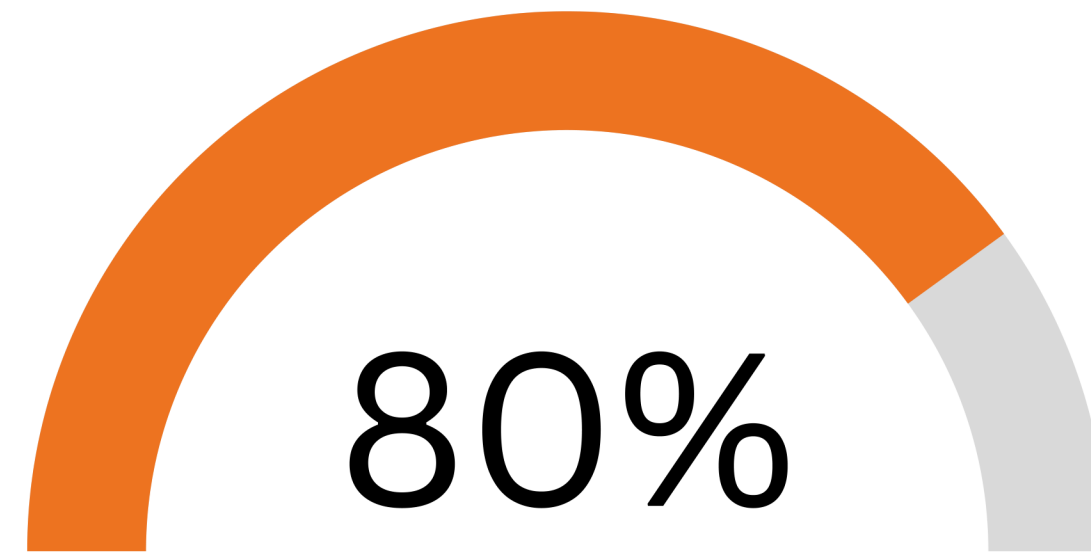




Respondents stated restoration of historical salaries is a priority



Respondents report they make less than others who perform similar jobs in comparable positions



Respondents strongly disagree or disagree that their pay is fair based on the work they perform

Scientist's Input

Most up-to-date data from State Scientists based on our most recent survey.



57%

of State Scientists who participated in the survey are looking to leave State Service because of Pay and Cost of Living as the primary reasons.

of State Scientists who participated in the survey indicated they need to do something to supplement their income to make ends meet (i.e. have a roommate, second job, etc)



83%



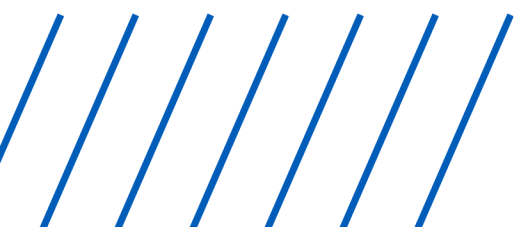
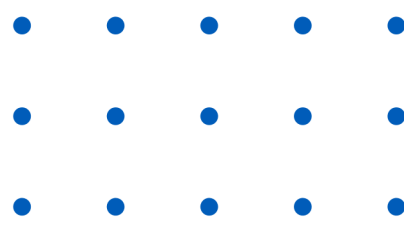
83%

of State Scientists who participated in the survey would remain in State Service if provided recognition of longevity.

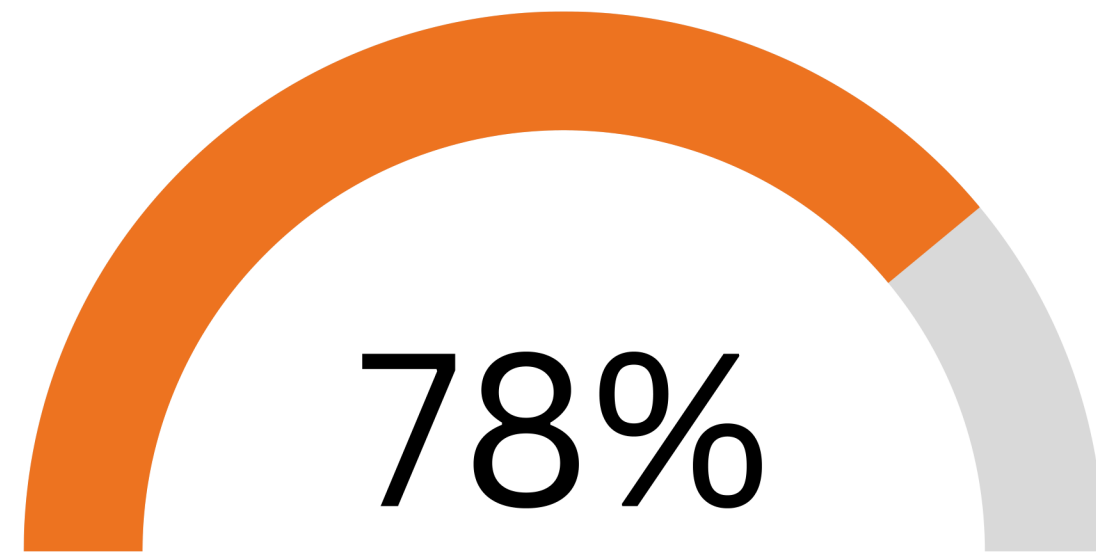
of State Scientists who participated in the survey are looking for stability in the successor contract.



60%



Scientist's Input

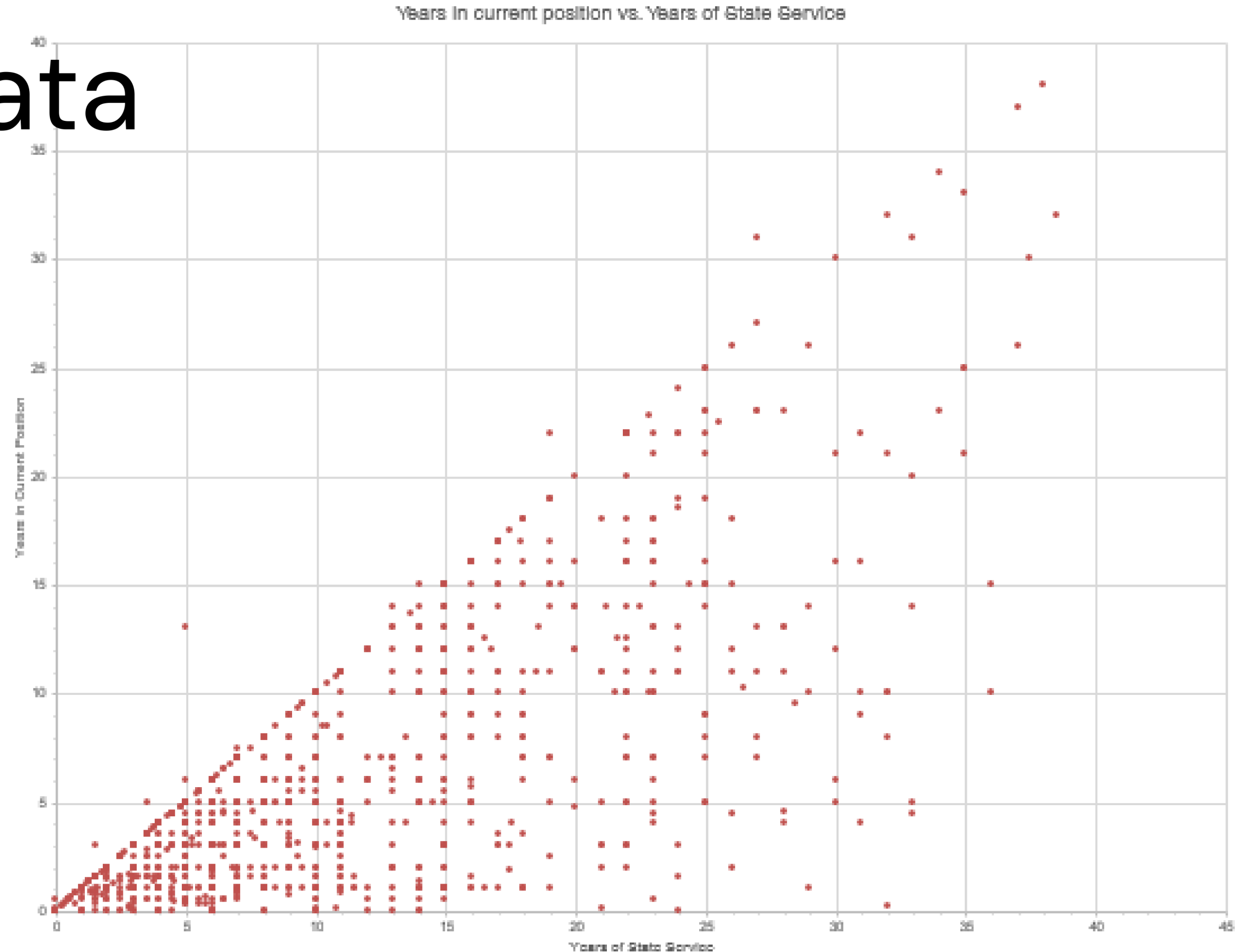


Respondents stated they would not vote for a contract that did not match the inflation rate since the MOU expired

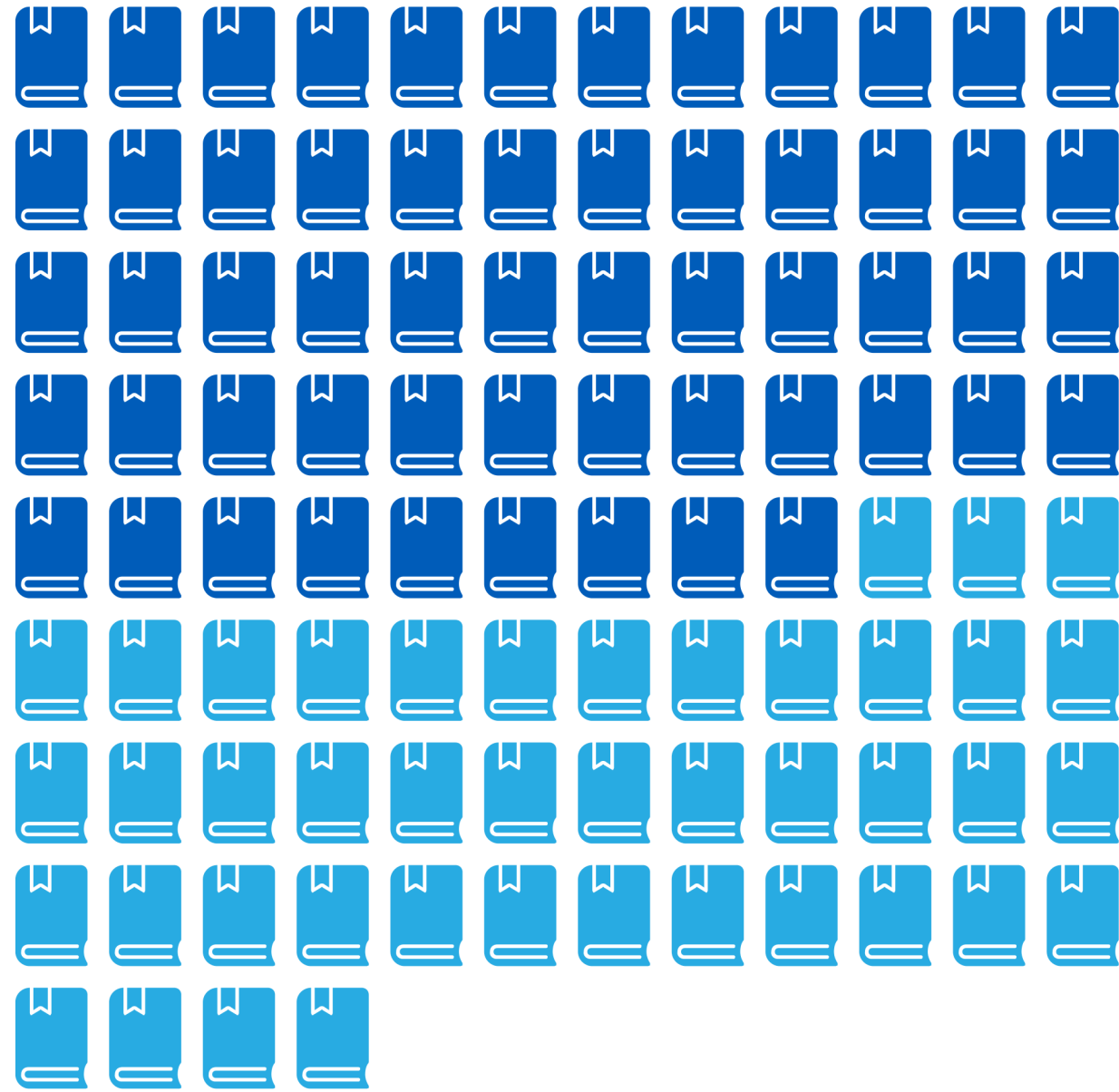
- "Matching the inflation rate should be a minimum requirement, especially with the unprecedented inflation we've experienced in the past few years."
- "The cost of living in California, has increased exponentially over the last 10 years and State Scientist wages have not kept up. With the addition of inflation, the cost of living has become astronomical and my wages do not feel adequate for the work I do and the cost of living."
- "Matching the rate of inflation ensures, at a bare minimum, that I am receiving equal compensation from year to year and pacing with increased cost of living."

Retention Data

- This chart illustrates that there is an influx in Unit 10 of State Scientists new to state service.
- As you can see, there are a plethora of scientists who have been in Unit 10 positions for 3 years or less.
- Scientists with over 7 years of experience in state service drop off heavily.
- Our scientists with institutional knowledge are no longer remaining.

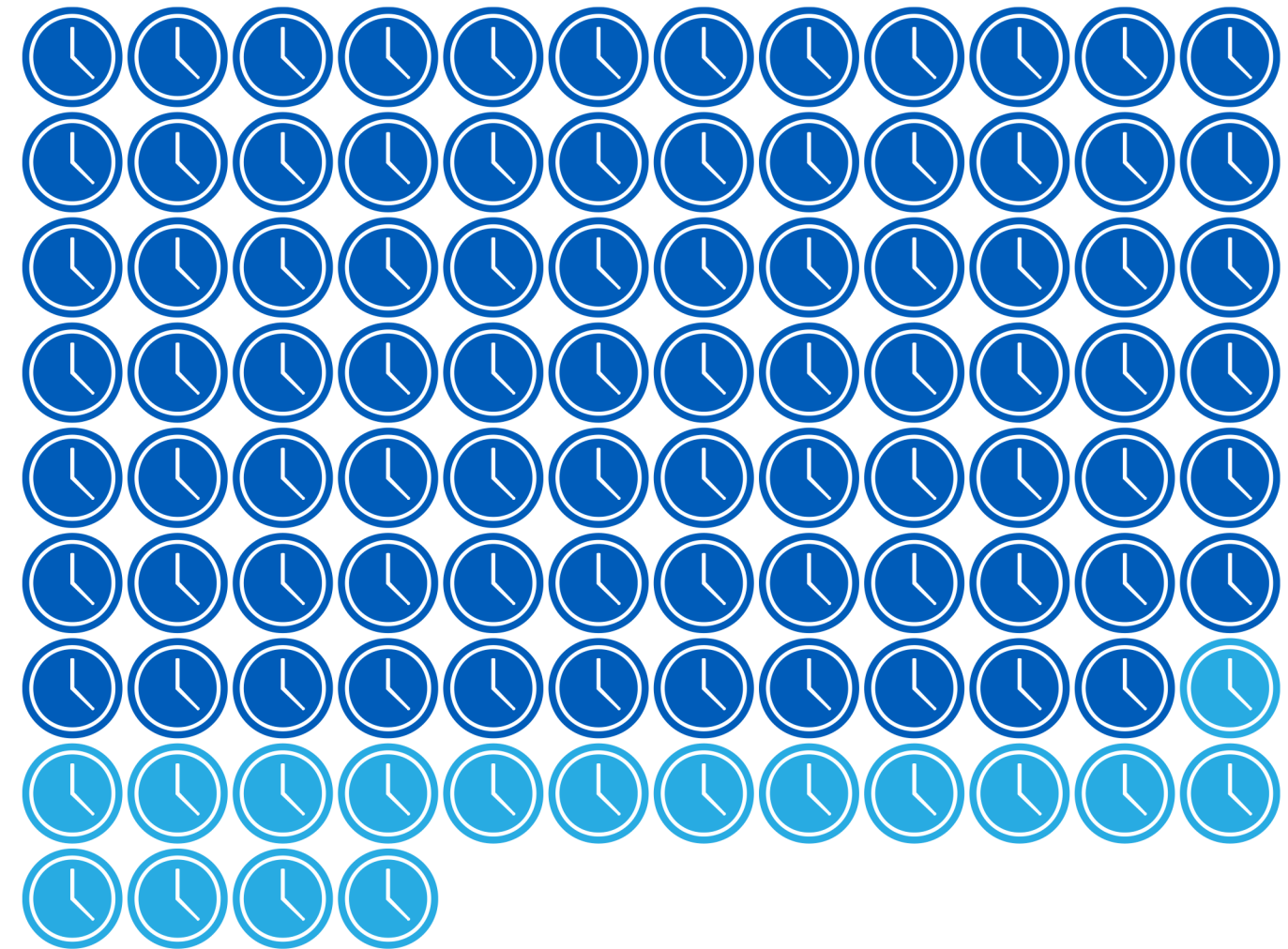


DATA



57 out of 100

Scientists have education above a Bachelor's degree



83 out of 100

Scientists would remain in State Service for longevity recognition

KEY TAKEAWAYS

- State Scientists are invested in and support the parties as they endeavor to achieve a fair contract for Bargaining Unit 10
- The proposals presented on May 9 represent their input
- The May 9 proposals would:
 - make the State competitive when recruiting and retaining scientific talent,
 - promote the State as the Employer of Choice,
 - stop Scientists from leaving for better paying jobs,
 - help Departments and Boards achieve their missions, and
 - align with this Administration's commitment to establishing equity and leading with science